

KAVU TV
Annual EEO Public File Report

Covering the Period from April 1, 2021 to March 31, 2022

Station(s) Comprising Station Employment Unit: KAVU/KVCT/THIS/KUNU/KMOL/KVTX/KXTS/KQZY/CW/ION

Section 1: Vacancy List

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this position	Date Position Filled
1	Morning News Anchor	Employee	5	04/14/21
2	News Producer	Morgan Murphy Media Web	6	04/26/21
3	Account Executive	Breezy HR	4	04/29/21
4	Multi-Skilled Journalist	Morgan Murphy Media Web	4	06/14/21
5	Account Executive	TWC Job Fair	4	08/16/21
6	Newscast Director	Employee	4	11/15/21
7	Account Executive	KAVU Website	5	11/22/21
8	Sales Assistant	Walk-In	5	02/21/22

Total Number of Persons Interviewed During Applicable Period: 37

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Section 2: Recruitment Source List

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	KAVU-TV Website	7	8
	3808 N. Navarro		
	Victoria, Texas 77901		
	361-575-2500		
	www.crossroadstoday.com		
2	Morgan Murphy Media Website	3	8
	7025 Raymond Road		
	Madison, WI 53719		
	608-277-5142		
	www.morganmurphymedia.com		
3	Texas Association of Broadcasters		8
	502 E. 11th St, Suite 200		
	512-322-9944		
	Austin, TX 78701		
	www.tab.org		
4*	Texas Workforce Solutions	2	8
	120 S. Main, Suite 110		
	Victoria, TX 77901		

	361-578-0341		
	Chris Perez		
	Email: chrisperez@gcworkforce.com		
5*	Broadcast Employment Services	1	8
	P.O. Box 4116		
	Oceanside, CA 92052		
	760-754-8177		
	www.tvjobs.com		
6*	Arizona State University		8
	555 N. Central Ave., Suite 320		
	Phoenix, AZ 85004-1248		
	602-496-7430		
	Mike Wong		
	Email: mike.wong@asu.edu		
7	University of Houston-Victoria		0
	3006 N. Ben Wilson		
	Victoria, TX 77901		
	361-570-4378		
	Career Services		
	www.purplebriefcase.com		
8	Victoria College		1
	220 E. Red River St.		
	Victoria, TX 77901		
	361-572-6414		
	Career Services		
	www.aftercollege.com/career		
9	Indeed	5	8
	6433 Champion Grandview 1-100		
	Austin, TX 78750		
	602-682-8880		
	Demi Casale		
	www.indeed.com		
10*	Cuero Chamber of Commerce		1
	210 E. Main St.		
	Cuero, TX 77954		
	361-275-2112		
	Angie Cuellar		
	email: cuerocc@cuero.org		
11	Breezy HR Website	5	8
	www.resources.breezy.hr		
12	LinkedIn	7	8
13	Employee	3	8
14	Walk-In	2	0
15	Texas Workforce Solutions Job Fair	1	1
16	Crossroadstoday Facebook	1	1

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**Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by KAVU/KVCT/THIS/KUNU/KMOL
KVTX/KXTS/KQZY/CW/ION**

Texas Workforce Solutions Job Bank	State and nationwide search and information database for job opportunities.
Training Of Management Personnel	Mike Wall, Business Manager and EEO Officer, routinely discusses with management level personnel in Department Head Meetings about methods of ensuring equal opportunity, outreach activities, procedures for hiring and preventing discrimination.
Internship	QueenB Television of Texas hired Scott Piney as a paid Meteorologist Intern starting April 3, 2021 through December 25, 2021. He is attending the Mississippi State University majoring in Meteorology and is receiving 3 credits for working here.
Virtual Job Fair	On April 8, 2021, James Munoz, News Director, responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions on the website.
Educating the Public	On April 7 to April 9, 2021, Trey Meynig, Meteorologist, spoke at the National Weather Conference out of San Antonio, Texas via zoom. He talked to citizens about hurricane preparedness and careers in weather broadcasting.
Educating the Public	On April 22, 2021, James Munoz, News Director, participated in a presentation via zoom with 13 students from the University of Incarnate Word in San Antonio, Texas from 4:40pm-5:30pm. He spoke to students about his background in broadcasting and internships. An internship is a required class for graduation with a communication arts degree at UIW. Students learned from his experiences on how to prepare to seek a new job. They were all able to ask questions about careers in broadcasting.
Community Outreach	On May 1, 2021, Howie Gordon, Meteorologist, attended the Crossroads Car Show presented by Victory Kia, Buick and GMC and the Victoria Rotary Club. The event proceeds went back to heightening education in our community.
Community Outreach	On May 1, 2021, Ozzy Mora, Anchor, participated in the Miss Cuero Pageant & Scholarship Program at the Cuero Performing Arts Center as a judge. This event gives every young lady in our area a chance to experience the excitement of being on stage, meeting with the judges for interviews and joining with their friends for rehearsals. Ozzy was

able to speak to some of the ladies about her career as an anchor in broadcasting.

Virtual Job Fair

On May 6, 2021, James Munoz, News Director, responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions on the website.

Educating the Public

On May 11, 2021, Brian Alonzo, Meteorologist, participated in the Victoria Public Library's Facebook Page Learning Lab. He did a video on behind the scenes to show how Meteorologists analyze the weather, collect data from satellite images and spoke about his career in weather broadcasting.

Community Outreach

On May 13, 2021, the Victoria Television Group held a Vaccine Day in the studio back parking lot. The Texas Department of Emergency Management provided 500 doses of the COVID-19 vaccine and set up a mobile vaccine clinic. We were there at 8:00am until all the vaccine doses were gone.

Virtual Job Fair

On May 20, 2021, James Munoz, News Director, responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions for the news department on the website.

Virtual Job Fair

On July 29, 2021, Angela Nesloney, Sales Manager, responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions on the website.

Community Outreach

On August 16, 2021, Don Brubaker, News Anchor, was the emcee for the Meet the Warriors event welcoming students back to Victoria West High School for the new school year. This is the 11th time in the high school's history that he was emcee of this event. They did not have a Meet the Warriors event last year due to the pandemic. He introduced key student leaders, the Band of Warriors, West High School, Cade Middle School and Patti Welder Middle School sports teams in an event that attracted a capacity crowd in the West main gym. The band, dance team and cheerleading teams performed, and the athletic coordinators gave speeches.

Internship

QueenB Television of Texas hired Wyatt Henderson for an unpaid news intern through the Texas Workforce Commission and GRACE Transition Education Services from September 8 to November 26, 2021.

Community Outreach

On September 11, 2021, Adam Seibel, News Reporter, helped promote the SNYPD (Spay Neuter Your Pet DeWitt County) hosted by Babe & Bubba Event at the VFW Hall in Cuero, Texas at 5:30pm. It helped raise over \$12,000 for the non-profit organization. All proceeds went to the SNYPD to help control the homeless and abandoned pet population in DeWitt County.

Virtual Job Fair

On November 4, 2021, John Garcia, Operations Manager and Kate Morton, Operations Assistant Manager, responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair.

This event is a new platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions for the operations department and the news department.

Community Outreach	On December 10, 2021, the Victoria Television Group sponsored the Toys for Tots Campaign. The event was hosted by Trey Meynig, Meteorologist, at the HEB in Victoria, Texas. In addition to Victoria County the "Stuff the Truck" event also provides toys to children in Jackson, Calhoun, Goliad, Gonzales and DeWitt counties.
Community Outreach	On December 12, 2021, the Victoria Television Group promoted the Blue Santa Campaign in Port Lavaca, Texas. The event was hosted by Brian Alonzo, Meteorologist, and Cristian Delgado, News Reporter, at the Port Lavaca Police Department. The donated toys will go to the less fortunate children in Port Lavaca and surrounding counties.
Sales Training Program	On January 10, 2022, Hersey Williams, Account Executive, registered and participated in the P1 Plus Program.
Community Outreach	On January 27, 2022, the Victoria Television Group held an Every Dose Counts Vaccine Day in the studio back parking lot from 11:00am to 7:00pm to help benefit our community in need of vaccine shots and COVID testing. The Texas Military Department administered 175 vaccines and 54 tests.
Educating the Public	On February 2, 2022, Howie Gordon, Meteorologist, spoke to first grade students at Schorlemmer Elementary School about the weather and the job of a Meteorologist. The students were able to ask about careers in weather broadcasting.
Community Outreach	On February 5, 2022, Brian Alonzo, Meteorologist, was emcee at the 4th Annual Crossroads Heart & Stroke Walk. The walk is to raise funds for science to help cure heart disease and stroke. The heart walk is a great way to socially connect and get moving-all while making a great impact in our community and saving lives. Their goal was to raise \$85,000. They raised over \$130,000, which is double the amount from last year.
Educating the Public	On February 28, 2022, James Munoz, News Director, spoke to about 20 students in a recruiting effort with Digital Career Opportunities Worldwide. He discussed different trends in media and what job seekers should have in their resumes and reels to land a job in the news industry.
Career Day	On March 11, 2022, Howie Gordon, Meteorologist, Trey Meynig, Meteorologist, Carolina Astrain, Reporter and Jennifer Flores, Digital Content, participated in the Hunt Elementary School Career Day in Cuero, Texas. He gave back to back 30-minute presentations from 8:30am-2:30pm to groups of students ranging from 2nd to 5th grade. He gave an interactive presentation explaining how TV broadcast works and the students were able to ask questions about careers in broadcasting.
Virtual Job Fair	On March 16, 2022, Angela Nesloney-Stehling, Sales Manager, Kate Morton, Operations Assistant Manger, and James Munoz, News Director, all responsible for hiring employees, attended the Texas Workforce Solutions Virtual Job Fair. This event is a platform called Virtual Premier to utilize for hiring events, acquire resumes, chat and video with job seekers. QueenB Television of Texas set up a virtual booth and placed all open positions for all departments on the website.